

## **THE AMERICAN BOARD OF INTERNAL MEDICINE**

### **RESOLUTIONS OF THE BOARD OF DIRECTORS**

Wednesday, April 28, 2021

#### **Inclusion of Health Equity Questions in ABIM Assessments**

**WHEREAS**, on June 5, 2020 and in response to the murder of George Floyd, the Board of Directors of ABIM and the Board of Trustees of the American Board of Internal Medicine Foundation issued a Statement on Racial Justice, in which they committed to “analyze our programs for potential disparate impact on racial or ethnic minority candidates, be transparent about the results and address any inequity to which we may be contributing” and to “eliminate racism, its underlying roots of power and privilege, and its impact within our organizations, our communities, and our country”; and

**WHEREAS**, on July 31, 2020, the Board of Directors of ABIM voted to create the Diversity, Equity and Inclusion Committee, appoint members to the Committee and charge the Committee with a primary goal of “provid[ing] oversight of implementation and operationalization of ABIM’s Statement on Racial Justice”; and

**WHEREAS**, Rochelle P Walensky, Director of the Centers for Disease Control and Prevention, announced in April 2021 that “racism is a serious public health threat”.... and that “structural inequities have resulted in stark racial and ethnic health disparities that are severe, far-reaching and unacceptable”;

**WHEREAS**, the ACGME Review Committee for Internal Medicine aspires that “Internists...promote health and health equity in communities...” and requires that “Residents(/fellows) must demonstrate competence in respect and responsiveness to diverse patient populations, including but not limited to diversity in gender, age, culture, race, religion, disabilities, national origin, socioeconomic status, and sexual orientation”; and

**WHEREAS**, the Professionalism Charter includes the following Principle of social justice: The medical profession must promote justice in the health care system, including the fair distribution of health care resources. Physicians should work actively to eliminate discrimination in health care, whether based on race, gender, socioeconomic status, ethnicity, religion, or any other social category; and

**WHEREAS**, there is an extensive and decades-long body of research documenting health care disparities as well as extensive research on the social determinants of health, and an understanding of these two bodies of research is essential to providing effective, high quality, equitable medical care that reduces health inequities that, as documented by the Centers of Disease Control cause “differences in length of life; quality of life; rates of disease, disability, and death; severity of disease; and access to treatment” for many patients; and

**WHEREAS**, during a joint meeting of the ABIM Board of Directors and Council on April 27, 2021, the Diversity, Equity and Inclusion Committee recommended that ABIM begin developing health equity questions for inclusion in its assessments as a means to signal the critical importance of the issue and to contribute to educating the medical profession; and

**WHEREAS**, on April 28, 2021, the ABIM Board of Directors discussed the recommendations of the Diversity, Equity and Inclusion Committee.

**NOW, THEREFORE**, following discussion of the recommendation of the Diversity, Equity and Inclusion Committee, it is hereby:

**RESOLVED**, that ABIM shall include health equity questions in its examinations, and shall signal the importance of this content by adding health equity to examination blueprints; and

**RESOLVED**, that ABIM staff will take the necessary steps and allocate the required resources to create and include health equity questions in its assessments.